

## UNDERSTANDING OF SPECIAL CONDITIONS OF TEMPORARY LIMITED APPOINTMENT

**The following conditions of employment with the U.S. Fish and Wildlife Service are applicable to all persons serving under temporary limited appointments:**

1. Temporary limited employees do not acquire competitive status and therefore are not eligible to apply for vacancy announcements under provisions of the Internal Merit Staffing Plan or eligibility to be non-competitively converted to a career-conditional appointment.
2. Temporary limited employees do not serve a probationary period.
3. Temporary limited employees are not eligible for promotion, reassignment, or transfer to other jobs, but may be detailed in accordance with FPM Chapter 300, Subchapter 8, to another position in the Department that meets the criteria for temporary employment.
4. Temporary limited employees are not eligible for coverage under the Civil Service Retirement System, the Federal Employees Retirement System, or the Federal Employee's Group Life Insurance Program.\*
5. Temporary limited employees are not eligible for coverage under the Federal Employee Health Benefits Program until completing at least one year of current, continuous service.\*
6. Temporary limited employees are not covered by adverse action procedures even when converted to a new temporary appointment with service extending beyond one year.
7. Temporary limited employees are not competing employees under reduction-in-force procedures and their services may be terminated at any time upon written notice.
8. Temporary limited employees are not eligible for within-grade increases when serving in a General Schedule position. Federal Wage System employees are eligible for within-grade increases in certain cases.
9. Temporary limited employees are eligible to work on a part-time, intermittent, or full time basis.
10. Temporary limited employees earn leave (except military leave) when appointed to a position with a regularly scheduled tour of duty, either part-time or full time. All regularly scheduled temporary employees earn sick leave, and those whose appointments are for more than 90 days also earn annual leave.

\*If you are moving, without a break in service of no more than 3 days, from a position which allowed you coverage to this temporary position, your coverage may continue.

**NOTE:** Return original to the Division of Personnel Management, maintaining a copy for your records.

**I have read and understand the conditions of my employment as described above.**

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Signature

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Date

Original: OPF(R)  
Copy: Employee